Career Fate Determination

while waiting for class to start, please select a partner to "pair & share"

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FOCUS
AND ASK
AGAIN


TAKE THE
LEAP!

Introduce Idea of Career Development

- Vocabulary
- Concepts

Lead Three Classroom Activities

- Skills
- Interests
- Values

Provide Extra Credit Outside Activities

- Self-Awareness
- Future Skills
- Career Sweet Spot

First Principles of Science Careers

- When it comes to choosing a career, one size does not fit all
- You have many options in all employment sectors
- You will get a job based on your research accomplishments AND your broader skill set
- You will likely have multiple career transitions
- Working with supportive mentors can make all the difference

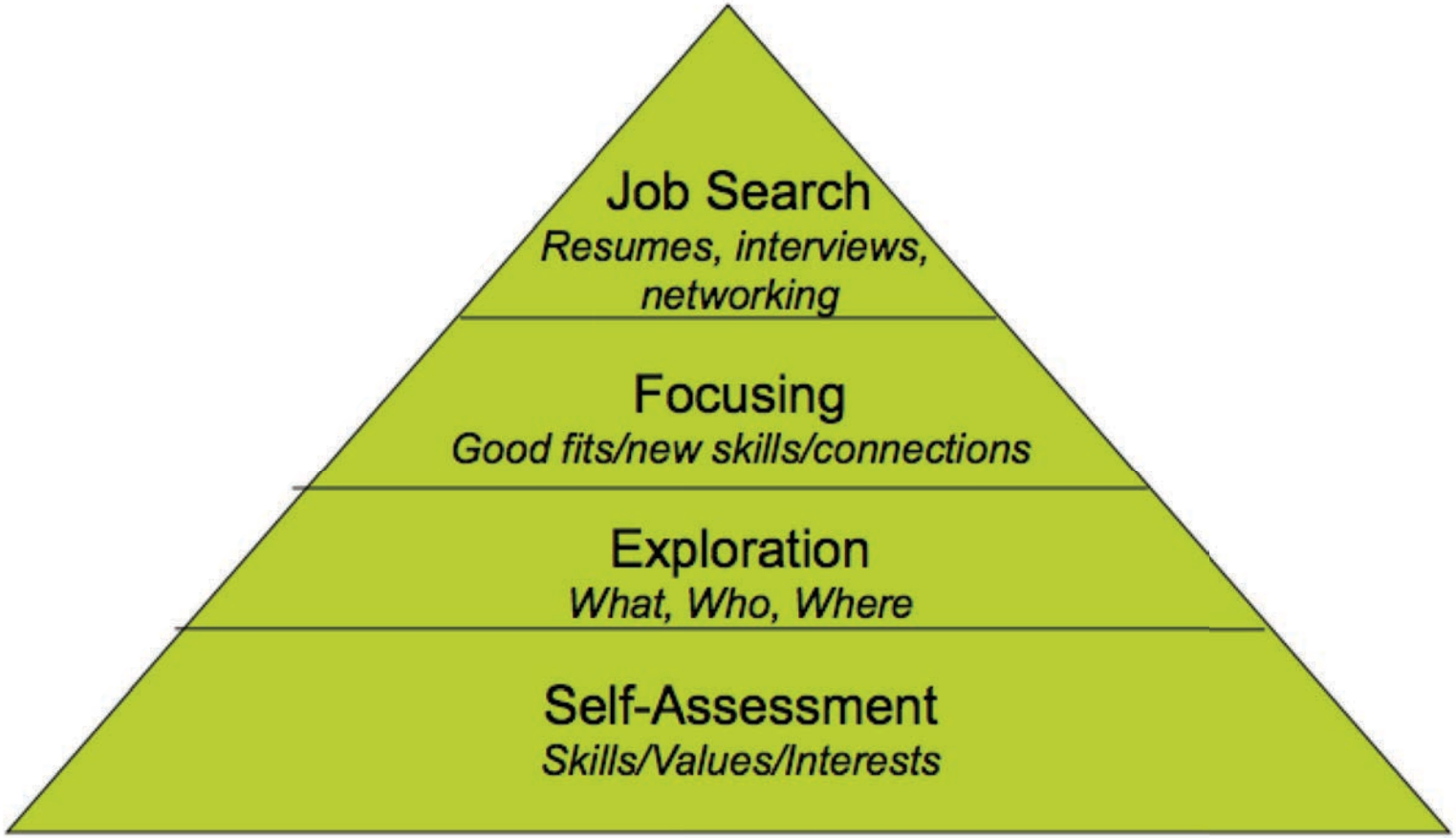
Office of Intramural Training and Education (OITE)
https://www.training.nih.gov/home

Some Fundamental Truths

- Most of us will face one or more job searches/transitions in the future
- We have to deal with a lot of uncertainty
- We face the discomfort of deeply examining ourselves
- We face the discomfort of being examined by others
- Understanding the process is the first step in conquering the process

Career Decision Process

Figuring out what options are out there & what you want



Adapted from *To Boldly Go* by Peter Fiske, who borrowed from Stanford Career Center


Job Search
Resumes, interviews, networking
Focusing
Good fits/new skills/connections
Exploration
What, Who, Where
Self-Assessment
Self-Knowledge

Self Knowledge Means Knowing Your:

(1) Personality and learning style

(2) Interests within the field

(3) Highly developed skills

(4) Work preferences

(5) Management and leadership style and capacity

(6) Personal and geographic restrictions

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Skills You May Have

- Technical
- Analytical
- Learning
- Communication
- Teaching
- Project management
- Budget management
- Self management
- People management
- Leadership

Remember: Skills can be enhanced through coursework and practice

What Makes A Good Scientist?*

Curious
Critical thinker
Motivated
Team-player
Innovative
Passionate
Good communicator
Ethical
Persistent
Attention to detail
Focused
Ability to analyze
Creativity
Patience

Dr. Bunsen Honeydew and Assistant Beaker

Collaboration
Determination
Experience
Concise writer
Efficient
Organized
Common sense
Responsible
Troubleshooter
Enthusiasm

Publication quantity
Publication quality
PhD

** Are these skills only obtainable in graduate school?*

Identifying Highly Developed Skills

- Performance awards & formal recognition in workplace or community
- Areas where you receive genuine compliments & positive feedback
- Ask trusted mentors and colleagues for feedback
- Consider times you have felt most energized, confident and capable

Parsing Your Skills

“ I have developed excellent communication skills”

Parsing Your Skills

“ I have developed excellent communication skills”

- Can explain complex concepts to lay audiences
- Best when speaking to an expert audiences
- Have an engaging public speaking style
- Can coherently organize material for others
- Can facilitate discussions, even heated ones
- Can think quickly on my feet when answering questions
- Can write for a deadline
- Can edit the work of others
- Excellent at writing methods-based document (how-tos, SOPs, etc)

What Makes YOU a Good Scientist?

Select a basic skill (like communication example), parse in 5 ways

Skills Are Not Always the Same As Interests

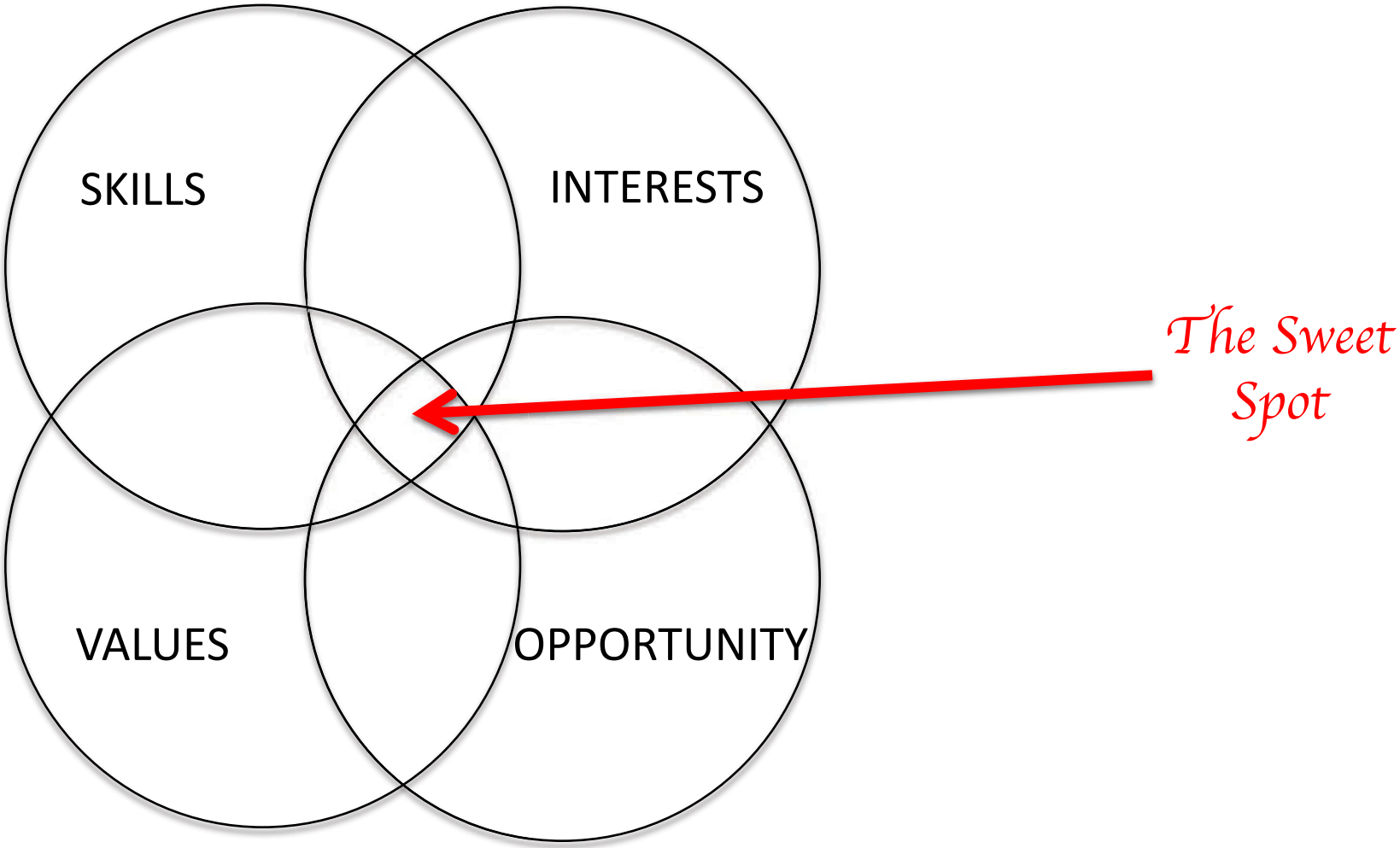
Science-Specific Interests

PRACTICAL Technical Systematic Application	SCORE	INVESTIGATIVE Research Discovery Curiosity	SCORE
Conducting experiments, collecting data Using mathematical/statistical tools Equipment and methodologies Instrumentation knowledge & understanding Applying specialist technical skills Practical and physical experimental tasks Collecting samples, taking measurements Taking responsibility for lab resources, incl. cell, animal and plant care/maintenance.		Making new discoveries Interpreting results and data Conceptualising and designing investigative research projects to test a hypothesis Thinking up new theories/processes Learning about new research Researching/reviewing literature Researching/Reviewing research literature Writing and reviewing research articles	
ENTERPRISING Inventive Resourceful Leadership	**SCORE**	**SUPPORTIVE** Advising Instructing Cooperating	**SCORE**
Preparing and conceptualising grants Promoting and 'selling' your ideas Setting up new projects Thinking 'big picture' and having new ideas Coordinating/leading projects Technology transfer/IP opportunities Establishing new collaborators Freelance consultancy work Marketing and promoting research		Helping and supporting others Supervising/mentoring Teaching/tutoring Demonstrating in undergraduate practicals Liaising with people (eg colleagues, peers, collaborators, editors, students) Networking at conferences Being involved in/organising events that bring people together	
CREATIVE Artistic Imagination Design	**SCORE**	**ADMINISTRATIVE** Executive Management Organisation	**SCORE**
Imaginative data presentation Technical/research design innovation Artistic realisation (visual, performance etc) Popularising science to the public Creating imaginative designs Theatrical and dramatic presentation Writing press stories, media engagement Writing general interest science articles Blogging and other social media		Organising experimental schedules Keeping records of data and/or budgets Working to deadlines Managing finances Organising workload and prioritising tasks Serving on committees Writing reports Editing manuscripts Marking and assessing student essays	

www.biosciencecareers.org/career-choice

Career-Specific Values

Having a positive impact on others and/or society	Substantial alone time and solitary work	Making decisions and having power to decide courses of action
Using creativity, imagination; being innovative	Substantial teamwork and group interaction	A global perspectives and international work
A lot of mental challenge and problem-solving	Flexibility in work schedule	Work that shares my ethics/morality
Intellectual status; to acknowledged as an "expert" in a given	Order and structure	Casual work environment (ie. clothing)
Using cutting edge or pioneering technologies or techniques	Opportunities for supervision, power, leadership, influence	Opportunity for balance between work and family
Friendships and warm working relationships	Routine, predictable work and work projects, hours	Job stability and security
Precision work with little tolerance for error	Variety and a changing work pace	Live in a big city
Respect, recognition, esteem	Many deadlines and time demand/pressure challenges	Live in a small town
Tranquility, comfort, and avoidance of pressure	Strong financial compensation and financial rewards	Live near family
Frequent dealings with the public	Opportunity for significant teaching and mentoring	Have a short commute


SKILLS
INTERESTS
VALUES
OPPORTUNITY
The Sweet Spot

Comparing Your Skills to the Job

MY HIGHLY DEVELOPED SKILLS	SKILLS NEEDED FOR _____ POSITION
1.	1.
2.	2.
3.	3.
4.	4.

Then ask:

- Where is there overlap?
- Is there enough overlap to begin searching?
- Where am I lacking important skills?
- What can I do about skills I am lacking?

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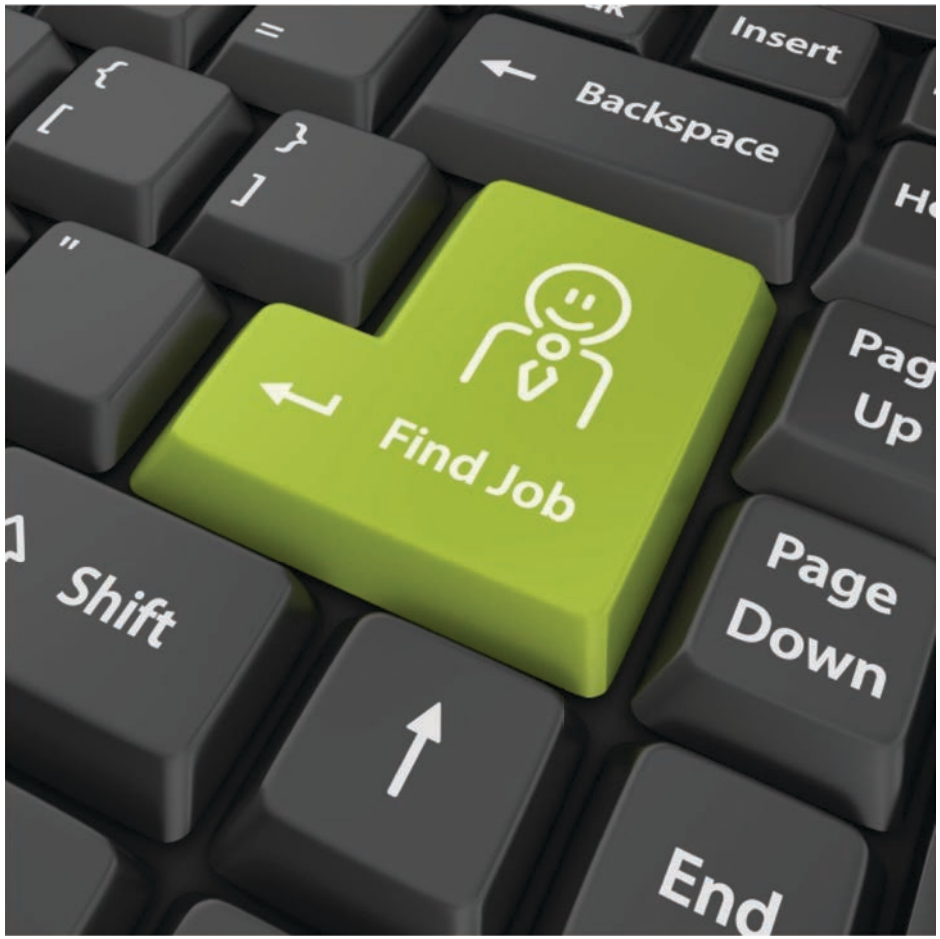
When Should I Be Doing This?

As a graduate student or postdoc, when should you start looking for a job?

Answer: on your first day

This is different from, when should you find a job.



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Extra Credit: Deconstructing a Job Advertisement

Print out three job advertisements
Underline words that are your skills
Circle words that are your interests
Highlight words that are your values
Write 300 words on why this is the PERFECT job for you
Write 300 words about what you need to do (skills?) to MAKE this the perfect job for you.

Deadline November 30 (6:00 pm): tracey_baas@urmc.rochester.edu

(Spring) IND494: Leadership & Management for Scientists (2 credits)

IND494: Leadership & Management for Scientists

Personality Types (Part I & II) – Eric Vaughn

Professional Social Skills – Tracey Baas

Managing People – Steve Dewhurst

Mentors and Mentees In The Digital Age – Tracey Baas

Interviewing and Selecting Teams – Ann Dozier and Luisa Caetano-Davies

Overseeing Resources Effectively (Part I & II) – Jane Tolbert

How To Thrive In An Era of Digital Publishing – Martin Zand

Communicating and Solving Conflict as a Leader – Jeff Lyness

Teamwork and Collaboration – Sarah Peyre

Cultural Humility – Kristen Hocker

Project Management With Teams – David Topham

Personal Mission (Part I & II) – Mark Wilson